

**MINUTES OF THE FULL GOVERNING BODY**

Date Time	Wednesday 24th September 2025, 5.30pm		Location	LRC, Rednock School	
Attendees - In Person	Initials	Title	Attendees	Initials	Title
Katie Norton (Chair)	KN	Co-Opted	Mike Stratford	MIS	Head Teacher
David Martin (6.0pm)	DM	LA	Sarah Telford (Virtually)	ST	Co-Opted
Chris Wiggins	CWi	Co-Opted	Jane Barker-Doe (5.45pm)	JBD	Co-Opted
Simon Herbert	SH	Parent	Keir Hague	KH	Co-Opted
Chris Wardle	CWa	Parent	James Broad	JB	Co-Opted

In Attendance	Initials	Title
Sharron Cunningham	SC	Deputy Head Teacher
Kerala Cole	KCO	Deputy Head Teacher
Steve White	STW	Business Manager
Nikkie Morrissey	NMO	Clerk

Apologies	Initials	Reason
Di Caesar	DC	Personal
Rob Miles	RB	Personal
Sally Winterbottom	SW	Belated Apologies, Work Commitment

Procedural Matters / Ensuring Accountability**Agenda Item 01: Welcome & Apologies for Absence**

KN welcomed everyone to the first meeting of the new academic year.

Apologies had been received from, and were accepted for DC and RM. Belated apologies received from SW.

It was noted that both JBD and DM would be joining the meeting slightly later than the start time of 5.30pm.

Agenda Item 02: Pecuniary Interests / Conflicts of Interest

No interests / conflicts declared.

Governors were reminded of the need to maintain their relevant interests via their GovernorHub account to ensure an up-to-date register of interests is available for publishing on the school website.

Agenda Item 03: Any Other Business for Consideration

A request from MIS for an additional item of business regarding school phones was accepted.

Agenda Item 04: Minutes of Previous Meetings

The minutes of the previous meeting held on the 16th July 2025 agreed as a true record and accepted.



Agenda Item 05: Review of FGB Action & Decision Log

The action log was reviewed and updated to reflect the current position.

A copy of the current action log can be found here.

Governance

Agenda Item 06: Chair's Report

The Governing Body received the Chair's report and accompanying appendix, providing an overview of the actions taken by the Chair on behalf of the Governing Body.

Governing Body

KN reported that annual meetings with individual governors have progressed and provided an opportunity to review progress and consider priorities for the year ahead, including succession planning to maintain stability within the Governing Body as the term of office for a number of governors approaches. The recommendations set out for the management of terms of office were considered. The Governing Body agreed unanimously:

- 1) To extend JBD term of office as a Co-opted Governor for further three years;
- 2) To extend the term of office for co-opted Governors whose term of office ended during the current academic year until the end of the academic year

It was confirmed that there had been a very good response to the advert placed for new Governors - the advert had specifically referenced particular interest in people with a background in human resources, legal and or organisational change, as well as seeking interest from younger people with more recent lived experience in education. It was proposed, and agreed, that a more structured approach, involving the Chair, Vice Chairs and Headteacher, with the aim of securing up to four new Governors.

It was confirmed that Will Sanders would be joining the Governing Body as the Staff Governor.

Governors were reminded to complete the Chair's Annual Review feedback form if they had not already done so. A summary of the feedback will then be shared.

Priorities for 2025 / 2026

The Board considered the key priorities for 25/26 set out in the paper and confirmed that these reflected the needs of the school. It was confirmed that the financial recovery sub-group comprising the Chair, Chair and Vice Chair of Audit and Assurance and the Head Teacher and Business Manager was meeting regularly.

New Ofsted Framework

It was noted that the new Ofsted Framework would be coming into force from the 10th November 2025. It was agreed that this should be a key area for consideration at the Board strategy day in January.

RISE South West

In response to questions raised, it was agreed that further details would be sought regarding the universal support that could be accessed through RISE South West.

Finally, KN thank colleagues who had provided a response to the Chair annual review survey. A summary of the feedback had been placed on the shared drive.

The report was NOTED.



The Board's priorities for 25/26 were agreed and the recommendations around Governing Body membership and recruitment AGREED.

Action Items	Person Responsible	Deadline
New Ofsted Framework to be included as key item on strategy day agenda	MIS/KN	Term 3
Further information on opportunities associated with RISE southwest to be investigated	MIS	Term 2

Agenda Item 7: Approval of Governing Body Documents

Standing Orders:

A copy of the Standing Orders for the Governing Body was presented to the Governing Body and APPROVED.

Governance Arrangements:

A copy of the Governance Arrangements for 2025/2026 was presented to the Governing Body and APPROVED.

Confirmation of Code of Conduct:

A copy of the Code of Conduct for Governors was presented to the Governing Body and APPROVED with the following addition:

- Reference to the School Charter to be included under 'Links with other policies'.

Governors were reminded to confirm their agreement to abide by the Governing Body's Code of Conduct via their GovernorHub account.

Action Items	Person Responsible	Deadline
Reference to the School Charter to be included under links with other policies, within the Code of Conduct	Clerk	Immediately
Declaration to abide by the Code of Conduct to be confirmed by all governors via GovernorHub accounts	All	Immediately

School Performance

Agenda Item 08: Head Teacher's Report

The Governing Body received and NOTED the comprehensive report from the Head Teacher covering a broad range of topics.

Of note:

School Development Priorities 2025/2026

MIS confirmed that the four development priorities, although a slight change to their wording, will continue to underpin the school's learning plan:

1. Create a culture where learning flourishes;
2. Bring the 'Rednock Way' to life in every classroom;
3. Promote the power of literacy;
4. Champion attendance to unlock potential.

Students on Roll

MIS confirmed the positive increase in student numbers, particularly in Years 7 and 10 and the uplift to 6th form numbers, the financial benefit of which will be recognised next year.



In response to a question from KN, MIS confirmed that 23 students within year 7 have entered with an EHCP. The initial view was that the students had settled well as a result of more accurately targeted provision, than in previous years.

In response to a question from CWi MIS confirmed that ~40% of the year 11 group transitioned into the 6th Form and current KS4 student numbers see the potential to increase intake next year and the year after.

Leadership & Governance

MIS confirmed that the school's SEF for 2025/2026 was being redesigned to align to the new Ofsted Framework and an 'Inclusion' thread included in all areas. Work was being progressed by the SLT to update the new format, which was supported by Governors, which would include an objective, evidence based assessment of the current position against the framework.

It was agreed that the SEF would be returned to the Full Board meeting in Term 3 with a narrative explaining the reasoning behind the judgements made.

Exam Results

MIS confirmed the improvements achieved in the KS4 and KS5 results which Governors recognised reflected the hard work of students and the commitment of teaching staff. While taking time to celebrate the improvements achieved, MIS confirmed that detailed work was being progressed to review the results in detail to identify learning with the aim of continuing to drive improvement that enabled students to reach their potential.

Wider Collaboration

MIS informed governors that he was actively working with local schools to ensure that Rednock remained well positioned to maximise opportunities. It was noted that a new National MAT would be absorbing the Cotswold Beacon Trust which included two of Rednock's main primary feeder schools and that MIS had arranged an early meeting with the MAT to ensure strong relationships continued.

Sexual Harassment Policy

In response to a comment from ST regarding the Sexual Harassment policy, KCO confirmed that the policy had been published, shared with all staff and included as part of a safeguarding presentation. In addition KCO confirmed that the Inset Day in October would include a module for all staff to complete regarding sexual harassment in the workplace and an audit of training would be retained.

Suspensions and Exclusions

In response to a comment from KH regarding the suspension data, KCO responded that the negative behaviour relates to ~ 20 students and suspension and permanent exclusion is used when appropriate.

On behalf of the Governing Body, KN thanked MIS for the detailed report which reflected the progress made, and achievements celebrated.

Proposal for 2025 / 2026 Student Targets

A verbal proposal for the school to continue to use FFT as a measure and to keep the threshold at FFT20, was received and ACCEPTED by the Governing Body.

Agenda Item 9: Finance & Resources

Finance Report:

The Governing Body received and NOTED the Finance Report for September 2025.

Of note STW drew Governors attention to the following:



- Pay rises for both teachers and support staff which have now been confirmed and applied with staff costs now equating to almost 90% of expenditure;
- Receipt of a grant of £75k to support pay rises, which while welcome did not come close to meeting the costs;
- Recent staff resignations which would need to be modelled through with the aim of replacing in an appropriate and cost effective way that supports the delivery of the curriculum
- Work was being progressed through the Finance Recovery Sub Group which was focusing on cost reductions through a review and restructuring of administrative and support functions not directly delivering the curriculum, including the senior leadership needs of the school.
- A planned meeting with GCC to discuss the in-year and 3/5-year financial outlook.

In response to a comment from KN regarding additional income being received on the basis of the rise in student numbers, MIS confirmed that the uplift in income was included in the 3-year summary forecast provided in the report, however it was agreed that there was a need to review these as they did not align with initial assumptions and expectations.

KN highlighted the importance of the Governing Body appreciating the scale of the challenge. Specifically, that, based on current assumptions the school would have an in-year deficit of £600k. While this could be managed in year through reserves the recovery plan would need to, as a minimum, ensure a balanced in year position from 26/27. The high-level plan was based on the expectation of additional income due to the significant increase in students numbers which would be reflected through the October census (the working assumption being that this should be in the region of an additional £300k), with a further £300k being secured through cost reductions. It was agreed that the Financial Recovery Sub Group would formally report to the FGB through the Audit and Assurance Committee.

In response to a question from KH, SCU confirmed that the new curriculum had resulted in fewer KS3 classes being timetabled, with ongoing work progressing to explore opportunities going forward. While noting that cKS3 class sizes had slightly increased, they remained below the national average.

During discussions it was agreed that the Finance Sub-Group should be formalised with clear guidance around the role and governance of the sub-group so as not to compromise the wider role of the Audit Committee.

Budget Monitoring Report:

The Governing Body received and NOTED the monthly budget monitoring report.

Premises & Health & Safety:

The Governing Body received and NOTED the Health & Safety report.

It was agreed that a request within the report for an amendment to the Staff Cover Policy, reducing the number of staff covering the rear gate from 3 to 2, should be presented to the Audit Committee at their next meeting.

Action Items	Person Responsible	Deadline
Formal terms of reference to be agreed for the Finance Sub-Group	KN	ASAP
Staff Cover Policy to be presented to Audit Committee	STW	Term 2

School Improvement & Strategy

Agenda Item 10: Review End of Year SEF 2024 / 2025

An overview of the SEF was covered in the Head Teacher's report (Item 8).



Agenda Item 11: Confirmation of School Development Priorities for 2025 / 2026

An overview of the priorities for 2025 / 2026 was covered in the Head Teacher's report (Item 8).

Statutory / Compliance Matters

Agenda Item 12: Safeguarding Report

KCO provided a verbal report to the Governing Body.

Of note:

- An online safety event for parents has been arranged to take place on the 14th October and will focus on digital resilience and keeping safe online;
- Safeguarding presentations made to all staff at the Inset Day on the 1st September and regular safeguarding updates are shared with staff at every weekly staff briefing session.

The Governing Body NOTED the verbal report.

Governors were further reminded of their responsibility to be aware of the KCSIE 2025 guidance and to complete the annual safeguarding training course, details of which will be shared by the Clerk.

Agenda Item 13: Equality Objectives

The Governors received and NOTED the review of the progress towards achieving the current equality objectives, set in 2022. Of note:

- Attendance and achievement being picked up through OPEC and the use of the Dashboard to drill down key groups;
- Pilot project regarding the development of a SEN Learning Hub being launched in Term 2 that will focus on a bespoke curriculum to support transition back into mainstream lessons and provide a reduced curriculum for EAL students;
- A new accessibility plan written in consultation with SEN link governors, senior leaders, staff and students.

In response to a question from KN regarding the opportunity for students to be involved in creating a mindful environment, KCO confirmed that the student council are working on creating a character and culture theme for delivering to students during tutor time. MIS further confirmed that students have planned and delivered an assembly titled 'Inclusive in Society at Rednock'.

On behalf of the Governing Body, KN thanked SCU for the report providing assurance of the actions and measures being implemented to achieve the objectives.

Equality Information & Objectives 2025/2026:

Revised actions for each objective NOTED and Policy **APPROVED**.

Policies for Review / Approval

Agenda Item 15:

The following key policy reviews were presented at the meeting for approval:

Accessibility Policy & Plan:



Revised policy and plan **APPROVED**.

Proposed Admission Arrangements Entry September 2027

A request to explore the option of adding 'Children of Staff at the School' as one of the school's admission criteria was received from MIS.

It was agreed that the option would be followed up by the Clerk and if the ability to add to the criteria, a recommendation put to KN, DC & MIS to consider

Policy **UNDER REVIEW**.

Child Protection Policy

Policy updated to reflect the updates to the KCSIE 2025 guidance

Policy **APPROVED**.

Privacy Notice for Parents & Students:

Minor changes to systems being used and the data processed within those systems.

Notice **APPROVED**.

Privacy Notice for Governors:

No changes to report.

Notice **APPROVED**.

Redundancy Policy:

Policy and procedures written in collaboration with the Local Authority.

Policy **APPROVED** subject to being acknowledged by staff union representatives before being published.

Action Items	Person Responsible	Deadline
Approved policies to be shared with school office for publishing	Clerk	Immediately
Additional criteria regarding Children of Staff at the School to be explored and recommendation put to KN, DC & MIS	Clerk	Immediately
Redundancy policy to be shared with staff union representatives	MIS / STW	Immediately

Other Matters

Agenda Item 16: Any Other Business

1. Link Governor Roles & Areas:

It was agreed that governors would continue in their link roles and attend the meetings of their designated committees for Term 1. A review of link roles and committee membership will follow.

2. Training Opportunities April 2025 - March 2026:

Governors received and NOTED the training opportunities available from April 2025 - March 2026. Governors were reminded to request booking on any courses through the Clerk.



KN informed governors that two funded places for ‘Aspiring Chairs’ were being offered by the Local Authority and any governor interested in attending the training should make contact with the Clerk.

Governors were reminded to log their training in their GovernorHub account and provide feedback to the Clerk.

3. GB Meeting Dates for 2025 / 2026

Governors received and NOTED the confirmed meeting dates for 2025 / 2026.

In addition to the itemised items of other business, one further item was brought to the attention of the Governing Body:

4: Smart Phone Free Schools:

MIS advised Governors that he had attended an event with KCO in Cheltenham earlier in the week exploring the creation of smart phone free environments in KS3. MIS sought agreement from Governors to explore this in more detail, based on the strong evidence that where implemented it was having a positive effect on student engagement and mental health. This was strongly supported by the Board.

There was no further business and the meeting closed at 7.30pm.

Action Items	Person Responsible	Deadline
Review of link governor roles & committee membership	KN	Term 2
Options for Smart Phone Free KS4 to be developed	MIS	ASAP

Meeting Dates 2025 / 2026:		
3rd December 2025		
4th March 2026		
20th May 2026		
8th July 2026		